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# Sustainability

## OVERVIEW

SmartRecruiters understands the importance of sustainability and the impacts of our actions or non-actions on the environment, in our social practices and in our governance procedures. Sustainability not only applies to SmartRecruiters but extends to our entire supply chain. This encompasses not only the products and services supplied but also the human rights and ethics of our company and its partners.

SmartRecruiters is committed to operating in an environmentally responsible manner, from the provision of products and services, to the operation of our offices and facilities, selection of suppliers and other business activities. We comply with all applicable environmental laws and regulations as well as self-directed commitments to sustainable practices and environmental protection.

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## Guiding Principles

- We comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.
- We integrate sustainability considerations into all our business decisions, where practicable.
- We ensure all Smartians, customers, partners and suppliers are fully aware of our Sustainability Policy and are committed to implementing and improving it as necessary. We will encourage them to adopt sound, sustainable management practices.
- We review, report, and continually strive to improve our sustainability performance.

## Practical Steps

As a SaaS (Software as a Service) organization, our carbon footprint is limited (i.e. no factories or plants, limited waste, minimal travel, etc.) but we still take our environmental impact seriously.

We partner with organizations such as Amazon Web Services who are focused on sustainability. Their focus on efficiency and continuous innovation across their global infrastructure enables us to contribute to moving towards 100% renewable energy.



We are a digital business and leverage technology for the majority of our engagements and outputs. We partner with organizations such as DocuSign and are included in their efforts to protect the world's forests.

We avoid travelling where alternatives are available and practical, such as using teleconferencing, video conferencing or web cams, and efficient timing of meetings to avoid multiple trips. These options are also often more time efficient, while not sacrificing the benefits of regular contact with Smartians, clients and partners.

## **Our Commitments**

1. Build partnerships with like-minded organizations by actively seeking business partners who are the most environmentally and workforce friendly.
2. Develop a foundation aligned with our mission to “connect (all) people to jobs at scale” through the 1% Equity Pledge.
3. Provide small, nonprofit organizations with our free SmartStart package and offer large nonprofit organizations a 50% discount off our Modern Enterprise Recruiting platform in combination with an elevated support offering at no cost.
4. Ensure working conditions in all our facilities are safe, workers are treated with respect and all business operations are environmentally responsible.

